

Little Hoover Commission

State of California

Reorganization

(and other species in the reform family)

A presentation to the Executive Institute 2005

The Strategic Enterprise

March 25, 2005

Little Hoover Commission *as an advocate and advisor of change*

- ❑ Bipartisan
- ❑ Independent
- ❑ Review of executive branch
- ❑ Four to five policy reviews a year
- ❑ Advise the Governor and Legislature regarding reorganization plans

Historic Opportunities:

Transforming California State Government



Reorganization
is only one option

Reorganizations

are a weak tool to

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- ◆ Reduce costs

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- ◆ Shake-up organizations

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- ◆ Shake-up organizations
- ◆ Simplify organizations

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- ♦ Improve program effectiveness
- ♦ Symbolize new priorities
- ♦ Promote policy integration

Essential Elements

□ Leadership

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- ❑ Leadership

- ❑ Goals

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- ❑ Leadership
- ❑ Goals
- ❑ Strategic priorities

Essential Elements

- ❑ Leadership
- ❑ Goals
- ❑ Strategic priorities
- ❑ Productivity & performance

The Reorganization Process

- Fast-track to legislative process

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- Fast-track to legislative process
- Used to consolidate, transfer or eliminate functions (or agencies)
- Can create new agencies, but not new functions
- Allows an all-or-nothing vote

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Review of Reorganization Plans

- What will the plan accomplish?

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Review of Reorganization Plans

- ❑ What will the plan accomplish?
- ❑ How will it measure progress?

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Review of Reorganization Plans

- ❑ What will the plan accomplish?
- ❑ How will it measure progress?
- ❑ What problems are solved?

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Review of Reorganization Plans

- ❑ What will the plan accomplish?
- ❑ How will it measure progress?
- ❑ What problems are solved?
- ❑ Is there a strategic plan?

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Review of Reorganization Plans

- ❑ What will the plan accomplish?
- ❑ How will it measure progress?
- ❑ What problems are solved?
- ❑ Is there a strategic plan?
- ❑ What is the leadership capacity to make the changes?

Problems with Previous Reorganizations (and reorganizations in general)

- ❑ Organization is not the real problem

Problems with Previous Reorganizations (and reorganizations in general)

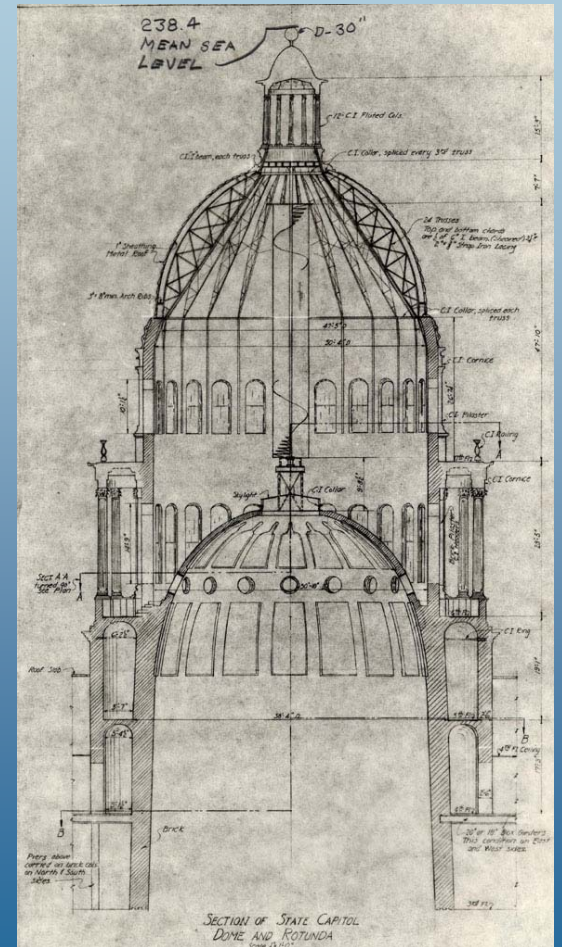
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- ❑ Only the organization changes

Problems with Previous Reorganizations (and reorganizations in general)

- ❑ Organization is not the real problem
- ❑ Only the organization changes
- ❑ Change stops with the reorganization

Two Reorganization Plans (so far)

1. Reforming Boards & Commissions
2. Reforming the Youth & Adult Correctional Agency



Technology is Integral to Improvement

Data is needed to:



Implement changes



Improve management



Track performance

“Democracy itself is a process of change and satisfaction and complacency are enemies of good government.”

Little Hoover Commission

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